

ANNUAL PUBLIC FILE EEO REPORT

KTMD TV-47

Call Sign of Station(s): KTMD 4/1/11 – 03/31/12

1. List all full-time job vacancies filled by any station covered by this report during the past year.

- Promotions Producer
- News Producer
- Video Journalist
- Video Journalist
- Video Journalist
- Assignment Desk Editor
- Anchor/Video Journalist
- Vice President of Sales
- Account Executive
- Anchor
- Sales Assistant
-

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. **Forms are at the end of the report.**

3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

33 total interviewees

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
NBC Universal Website	16
NBC Universal Website/Employee Referral	2
Career Builder	4
Internal (NBCUniversal Contractor / Freelancer)	6
University of Houston Career Center	2
Houston Association of Hispanic Media Professionals	

TVJobs.com	
KTMD Internship Program	3
YOH Managed Staffing	

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

April 30, 2011

Comcast Cares Day

This was the first year KTMD was part of this annual company-wide event of community service.

All staff and family members attended

Attendance: Approximately 1800 Hispanic leaders' guests and families.

August 6, 2011

HISD Back to School Event

KTMD partnered up with the Mayor's Office and HISD in providing many families a variety of health screening and educational information needed to begin the school year.

KTMD-Creative Service Department and Interns

Attendance: Approximately 25,000

Tejano Center for Community Concerns

October 28, 2011

Art Sobarzo (Creative Service Director) and Creative Services team.

A gala honoring and celebrating "unsung" individuals who have shown exceptional community involvement.

Attendance: Approximately 300 Hispanic leaders and guests.

February 1, 2012

Bear Creek Elementary School

Art Sobarzo (Creative Service Director) and Creative Service team.

An exemplary group of elementary students were given a tour of KTMD.

Attendance: 55

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 3807BR Promotions Producer

Date Job Filled: 1/30/2012

Recruitment Source

That Referred

Ultimate Hire: Contractor Conversion

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	818-777-6333	No
Americas Job Bank	http://www.ajb.dni.us/	Neoma Alaniz	818-777-6333	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
University of Houston career center			713-743-2255	No
Houston Association of Hispanic Media Professionals			713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
KTMD Internship Program		Art Sobarzo	713-243-7789	No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 3305BR News Producer

Date Job Filled: 1/3/2012

Recruitment Source

That Referred

Ultimate Hire: External

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	818-777-6333	No
Americas Job Bank	http://www.ajb.dni.us/	Neoma Alaniz	818-777-6333	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
University of Houston career center			713-743-2255	No
Houston Association of Hispanic Media Professionals			713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
KTMD Internship Program		Art Sobarzo	713-243-7789	No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 3304BR Video Journalist (1)

Date Job Filled: 1/3/2012

Recruitment Source

That Referred

Ultimate Hire: Contractor Conversion

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	818-777-6333	No
Americas Job Bank	http://www.ajb.dni.us/	Neoma Alaniz	818-777-6333	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
University of Houston career center			713-743-2255	No
Houston Association of Hispanic Media Professionals			713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
KTMD Internship Program		Art Sobarzo	713-243-7789	No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 3304BR Video Journalist (2)

Date Job Filled: 1/3/2012

Recruitment Source

That Referred

Ultimate Hire: Contractor Conversion

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	818-777-6333	No
Americas Job Bank	http://www.ajb.dni.us/	Neoma Alaniz	818-777-6333	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
University of Houston career center			713-743-2255	No
Houston Association of Hispanic Media Professionals			713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
KTMD Internship Program		Art Sobarzo	713-243-7789	No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunic.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 3304BR Video Journalist (3)

Date Job Filled: 1/3/2012

Recruitment Source

That Referred

Ultimate Hire: Contractor Conversion

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	818-777-6333	No
Americas Job Bank	http://www.ajb.dni.us/	Neoma Alaniz	818-777-6333	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
University of Houston career center			713-743-2255	No
Houston Association of Hispanic Media Professionals			713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
KTMD Internship Program		Art Sobarzo	713-243-7789	No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 3302BR Assignment Desk Editor

Date Job Filled: 1/3/2012

Recruitment Source

That Referred

Ultimate Hire: External

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	818-777-6333	No
Americas Job Bank	http://www.ajb.dni.us/	Neoma Alaniz	818-777-6333	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
University of Houston career center			713-743-2255	No
Houston Association of Hispanic Media Professionals			713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
KTMD Internship Program		Art Sobarzo	713-243-7789	No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 3300BR Anchor/Video Journalist

Date Job Filled: 1/3/2012

Recruitment Source

That Referred

Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	818-777-6333	No
Americas Job Bank	http://www.ajb.dni.us/	Neoma Alaniz	818-777-6333	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
University of Houston career center			713-743-2255	No
Houston Association of Hispanic Media Professionals			713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
KTMD Internship Program		Art Sobarzo	713-243-7789	No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 2678BR Vice President of Sales

Date Job Filled: 1/3/2012

Recruitment Source

That Referred

Ultimate Hire: External

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	818-777-6333	No
Americas Job Bank	http://www.ajb.dni.us/	Neoma Alaniz	818-777-6333	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
University of Houston career center			713-743-2255	No
Houston Association of Hispanic Media Professionals			713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
KTMD Internship Program		Art Sobarzo	713-243-7789	No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 2610BR Account Executive

Date Job Filled: 08/29/2011

Recruitment Source

That Referred

Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	818-777-6333	No
Americas Job Bank	http://www.ajb.dni.us/	Neoma Alaniz	818-777-6333	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
University of Houston career center			713-743-2255	No
Houston Association of Hispanic Media Professionals			713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
KTMD Internship Program		Art Sobarzo	713-243-7789	No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 6BR Anchor

Date Job Filled: 4/18/2011

Recruitment Source

That Referred

Ultimate Hire: External

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Neoma Alaniz	818-777-6333	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	818-777-6333	No
Americas Job Bank	http://www.ajb.dni.us/	Neoma Alaniz	818-777-6333	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
University of Houston career center			713-743-2255	No
Houston Association of Hispanic Media Professionals			713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
KTMD Internship Program		Art Sobarzo	713-243-7789	No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 3467BR Sales Assistant

Date Job Filled: 12/5/2011

Recruitment Source

That Referred

Ultimate Hire: External

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	818-777-6333	No
Americas Job Bank	http://www.ajb.dni.us/	Neoma Alaniz	818-777-6333	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
University of Houston career center			713-743-2255	No
Houston Association of Hispanic Media Professionals			713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
KTMD Internship Program		Art Sobarzo	713-243-7789	No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunicom	No